Program Type:
Capability Development (12 Months)

Development Programs

12-Month Implementations That Build Lasting Capability Inside Your Organization

THE 12-MONTH JOURNEY

Built on the 70-20-10 model: 70% experience, 20% exposure, 10% education.

Months 0-1	Months 2-3	Months 4-9	Months 10-11	Month 12
1	2	3	4	5
Discover & Design	**Launch**	**Develop**	**Consolidate**	**Transfer**

PROGRAM APPROACH

Some capability cannot be built in a workshop. Leadership benches and graduate pipelines are built over months, through real work, feedback, and accountability. Our twelve-month development programs build these pipelines inside your organization, as lasting internal systems rather than one-off training events.

We have worked with major organizations across the GCC, including government and energy-sector leaders, on initiatives of this kind.

MEASURING IMPACT

Following our Learning & Delivery Strategy, every program is planned from the results backward:

- Success measures agreed with your sponsors before launch.
- Quarterly steering reviews against those measures.
- A final impact report covering behavior, business results, and talent outcomes.

ONE ACCOUNTABLE PARTNER

Every program is led end to end by **Mostafa Azzam** as principal architect, program governor, and lead facilitator:

- One accountable partner for design, delivery, and results.
- Core workshops delivered personally.
- Specialist technical workshops sourced, secured, and managed through vetted external providers, under the same governance and quality standards.
- Cost certainty across the full 12 months.
- Capability transferred to your internal teams from the start.

FROM COURSE TO PROGRAM

Our two-day design courses (pages 31 and 32) equip your HR team to design leadership and graduate programs. Our development programs build and run them with you.

Each program is scoped to your organization. Contact training@thehrtalent.com to discuss your requirements.

Program Type:
Capability Development (12 Months)

12-Month Leadership Development

A 12-Month Journey from Leading Self to Leading the Business

THE 12-MONTH JOURNEY

Built on the 70-20-10 model: 70% experience, 20% exposure, 10% education.

Months 0-1	Months 2-3	Months 4-6	Months 7-9	Months 10-12
1	2	3	4	5
Discover & Design	**Lead Self**	**Lead Others**	**Lead Change**	**Lead the Business**

PROGRAM OVERVIEW

Leadership pipelines rarely fail for lack of training. They fail when development is disconnected from strategy, real work, and accountability. This 12-month, cohort-based program develops leaders at the level your strategy needs, using what the evidence shows works: needs analysis, spaced learning, practice with feedback, coaching, and real business challenges. Separate tracks serve emerging, mid-level, and senior leaders: start with one and scale.

We have worked with major organizations across the GCC, including government and energy-sector leaders, on initiatives of this kind.

WHAT'S INCLUDED

- Four two-day modules, spaced across the year.
- Four individual coaching sessions per participant.
- Action learning projects on business challenges sponsored by executives.
- Monthly peer learning circles.
- 360 feedback and psychometric assessment at baseline, mid-point, and completion.
- A Leadership Decision Log that connects every module to real decisions at work.

ROLES & GOVERNANCE

- **We provide:** program design, delivery of all modules, assessment, coaching, and quarterly progress reporting.
- **You provide:** an executive sponsor, a program coordinator, monthly line manager check-ins, and project sponsors.
- **Together:** a steering group chaired by your sponsor reviews progress every quarter.

MEASURING IMPACT

- **Behavior change:** 360 feedback at baseline, mid-point, and completion.
- **Business results:** measurable outcomes from action learning projects.
- **Talent outcomes:** promotion, retention, and succession readiness.

WHO IT'S FOR

Emerging, mid-level, or senior leaders. Every participant receives individual attention. Scoped to your organization.

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